WORKERS’ COMPENSATION

Purpose: To establish the basic structure for employee assistance through workers’ compensation insurance.

(See Board Policy EI)
The board of trustees provides workers’ compensation insurance coverage for all district employees. Volunteers who are not employees are exceptions to this policy.

The South Carolina Workers' Compensation Law is designed to provide medical and monetary benefits for an employee who sustains an accidental injury arising out of and in the course of his/her employment. The law provides medical care to bring about the earliest possible recovery from the injury, a percentage of wages and salary lost during the injured employee's disability, and, in case of death, compensation for the deceased employee's dependents.

Under the Workers' Compensation Law, it is the responsibility of the school district to provide medical treatment for employees injured on the job. School employees must use those providers specified by the employer. Designation of medical treatment providers will be made by the school district in consultation with and upon the recommendation of the workers' compensation insurance carrier. The refusal of an employee to accept any medical, hospital, surgical, or other treatment when provided by the employer will bar such employee from further compensation until such refusal ceases unless, in the opinion of the South Carolina Workers’ Compensation Commission, the circumstances justified the refusal.

When an employee is absent from work as a result of accidental injury arising out of and in the course of his/her employment, available sick leave, annual leave, and workers' compensation benefits can be coordinated to the extent that such leave and benefits are available.

An injured employee may not return to work without a signed physician’s return to work certificate. If an injured employee’s treating physician indicates the employee may return to work but only with light or restricted duties, the district will determine whether suitable light duty is available. If an employee refuses a light duty assignment, the employee may forfeit his/her right to workers’ compensation benefits. If light duty is unavailable, the employee may not return to work until the employee’s physician releases him/her to full duty.

Every injured employee or his/her representative will immediately, on the occurrence of an accident or as soon thereafter as practicable, give or cause to be given to his/her principal or immediate supervisor and to the district office notice of the accident. Failure to provide notice within 90 days of the accident may deprive the injured employee of his/her rights to benefits.

Adopted 9/10/02; Revised ^

Legal References:

Richland School District Two
A. S. C. Code, 1976, as amended:
   1. Section 42-1-10, *et seq.* - South Carolina Workers' Compensation Law.

B. South Carolina Workers’ Compensation Commission Regulations: